Spirituality in Business and Other Synonyms: A Fresh Look at Different Perspectives for its Application

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Abstract

Application of spirituality in business has remained a difficult terrain to explore. Not much has happened to influence the way we do business. Analyzing different perspectives at this stage would facilitate better comprehension and application. This paper is an effort to explore different perspectives of spirituality so that its in-depth understanding could lead to manifestation of spirituality in a better way in the individuals, teams and organizations related to business organizations.

1. Introduction

We all have travelled together for a couple of decades with this idea of application of spirituality in business which has but so far remained as a difficult subject to crack and a tiring terrain to explore.

Though at the back of the mind, we all have a feeling that the idea is very potential with a possibility for a new paradigm and as an assurance towards a better future for human existence itself, not much has happened in the true sense of breakthrough to influence the way we do business. And Business world still is waiting for somebody to test the waters and prove the possibilities, before it embracing the idea fully. Business leaders, though not skeptical about the idea as such, have been reluctant to openly appreciate and practice it. However, the keenness is very much there both in the academia and the business realms but more number of enthusiasts are definitely in the former, proven by the number of literature and research efforts happening on the subject vis-à-vis the very rare number of businesses practicing spirituality.

This situation is not at all unfortunate, but natural and normal for a branch of knowledge in its infancy. Businessmen do not have the time and resources for understanding a phenomenon as alien as spirituality and that too, it's application in business which apparently would qualify more as a mismatch than a possibility; whereas, it is necessary to comprehend and digest it well before any kind of application. Much similar with a new drug getting developed, we cannot expect the application of spirituality in business to happen before the necessary foundations of research, testing, and re-testing is done. Here, I may sound a little premature in proposing a scientific method of research, which needs to be

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understood to have the probability of becoming more non-scientific in nature due to its philosophical and transcendental nature employing the heights of human intellect, as well as the depths of human consciousness.

At this early stage of development of the topic of 'application of spirituality in business', it would be only appropriate to stretch the wide canvas to classify various subtopics to comprehend them better. More than going deep into any of the previously held views - following the footpath of earlier researchers -, I feel it is also desirable and necessary to rearrange the whole paradigm and have a fresh look at the different perspectives from scratch, so that any potential deviations or promising directions are visible. Such an effort would save us from the deficiencies arising from stubbornness in thinking which will otherwise, limit the possibilities in future. My effort here is therefore to shuffle the whole story a little bit and allow it to take a new form if it leads to. I would request our respectable Researchers on the topic of 'application of spirituality in business', - or whatever name they call it, (on whose shoulders the existing status of affairs sits pretty well paused for a breakthrough), to consider this as a genuine and sincere effort to facilitate a wider and deeper thinking process which will ultimately result in faster and better possibilities of its application for the benefit of all.

2. Why Are Different Perspectives Important?

Individuals tend to have strong but different opinions about the definition of and the attitudes towards spirituality and its application in their own lives as well as in business or management or any human endeavor. At this stage, as strongly suggested by Mitroff and Denton (1999), it is more important to allow different perspectives and opinions to come through rather than being particular about having an all-compassing definition or structure. This is a stage where individuals are pouring off their views both in enlightened as well as in amateur forms which need not be denied but encouraged, in order to contribute to a natural formation into a more acceptable form.

In this manner, the perspectives and attitudes would vary widely and would touch upon virtually all the spheres of human thought, behavior and activity. Spirituality is all inclusive by its very nature and therefore different perspectives would be a part of understanding the whole phenomenon and thus leading to its better application.

However, we have to keep in mind that going forward, it would be important to consolidate the different perspectives - either for the purpose of definition, structure or application from all the sources, however wider they are originated from - geographically (various nations), linguistically (different languages of learning and expression) or discipline-wise (be it Philosophy, Psychology, Management, Neuroscience, Theology or Metaphysics).

It has been our experience so far, as evidenced in major researches that different opinions about spirituality are not necessarily contradictory. Even if apparently it would seem so, once we go deeper, the variations are more in the stress and weight age given to different value systems rather than the opinion itself, about spirituality. If one person stresses brotherhood, the other person would stress on meditation; if one goes for music therapy, the other one would go for gardening. Even those who contradict in their faith in the very existence of god would unite peacefully when it comes to the excitement about the heights of human potential and creativity.

Therefore it is important to appreciate the different perspectives to get the full advantage for a meaningful consolidation of knowledge and its successful application.

3. What Are The Different Perspectives?

i) The definition about spirituality is a major area where different perspectives prevail

I myself would, at the end of this paper would like to submit a definition on spirituality and would justify this definition by accommodating major components of spirituality within this definition. I have deliberately kept this exercise at the end of the paper to reinstate the fact that they are one among more to appear in the academia. I cannot boast of providing a definition to a phenomenon which has been reigning human intellect since millenniums. Moreover, sensitization about the relevance of the topic is definitely more important than getting a definition done at this stage. Definition can wait. But the movement cannot.

ii) Is this movement Necessary or to be ignored only a Fad?

Those who are already researchers and enthusiasts in this field would still have difficult time for years to come to convince the business leaders or potential followers about the necessity of such a journey involving application of spirituality. They would face questions from reluctant business practitioners about the authenticity and appropriateness of the topic until a definite breakthrough is achieved with a stable and convincingly huge following. Perhaps academia could provide stability for the journey through the efforts of an army of silent but confident researchers ready to live with the pain, without losing their self-esteem. My appeal is however to introduce the topic at its earliest in all business universities, in line with the pioneers like Academy of Management and Saint Mary's University, Halifax. This would clear any skepticism towards the phenomenon and would enhance its appeal and likelihood of acceptance.

Enough number of evidence is listed by Patricia Aburdene in her Book MegaTrends 2010 convincing enough that the movement is real, exciting, and relevant.

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iii) Perspectives from various World and local Religions on Spirituality and the need to accommodate all of them into the fold

Application of Spirituality would be an exercise which is chronologically post religious in terms of engaging human intellect, not because any particular religion is not capable of providing the spiritual foundation or depth sufficient for its application, but more so because our effort is towards application of spirituality by entities other than individuals and also for the purposes which are more than salvation of individuals. That is, groups, teams, and organizations would practice it, that too into wider areas of human activities which are beyond the scope of religion and its rituals. Not only that the religions would be different, non-existent or even multiple for some of the members but also the liberty with their faith in God itself cannot be denied for engaging them in joint human activities. Here lies the importance of accommodating different perspectives with respect to religion and spirituality. The effort should be to find matches and march on hand in hand.

This is not the first time in human history that spirituality has been given a chance to rein over human affairs. All major religions got established and grew primarily because of their spiritual appeal. However, in the modern world, spirituality would be taking a more liberal and open path, without getting restricted in any manner through religious fundamentalism. Chances are that Religions would perhaps play a joint role rather than a sole role in the modern spiritual revolution.

iv) Where do we find the source of knowledge for application of spirituality?

This is again one of major areas where different perspectives offer us more dilemmas than directions.

a) Religion

Natural tendency is to turn to Religion because of its vast literature and time tested principles which survived for centuries with applicable models which individuals and religious groups are content with. Its limitation starts when we cross the religious border of one individual and reach the faiths and values of another.

Since all Religions have such methods and models for an individual's journey through spiritual advancement, it would be natural to think of arriving at spiritual principles taking cues from all or multiple Religions world over. This would be definitely a meaningful exercise in the postmodern world but the efforts required to arrive at a consensus does not point out to being an immediate possibility. Inducing individuals and organizations to follow such a set of outlooks would be all the more difficult.

b) Science

Though meritoriously being superior to other sources of knowledge, Science would be perhaps be the last in line to provide any immediate insights into the application of spirituality in any human actions.   Perhaps, as suggested by neuroscientists, a new Scientific Frame of Reference would be required addressing the evidences of Religious, Spiritual and Mystical experiences through an intuitive, unitive and experiential form of knowing[3].   However, the urgency to start practicing Spirituality would compel us to avoid waiting for the contributions from science for the time being, with all respects to its unmatched quality in finding out solutions for a better world order.

c) Spiritual Leaders

Modern world has been blessed with the presence of highly respected Spiritual Leaders who are non-dogmatic visionaries and who are very keen in contributing to the world peace and human welfare through their continuous interaction with political and business leaders and also through active grass-root level community development exercises. Though they are good sources of inspiration and direction, their faith is more in the power of individuals rather than religious or spiritual literature. So, we would be more comfortable in believing in ourselves to mold the future rather than relying on any readymade information or knowledge. Regarding the presence of not-so-genuine spiritual leaders, though we cannot deny their existence, it would however be easy to judge and identify them, at least at an intellectual level, which makes this fact less threatening for a genuine application of spirituality.

d) Modern Research

With so many enthusiasts plugging onto the topic academically worldwide, and with so many organizations supporting and encouraging the trend, modern research is sure to provide lasting insights and sustainable models for practicing spirituality not only in business but also in other areas of human activities like politics and management. The areas of concern regarding the various ambiguities are only temporary and will definitely fade away to show us the light at the end of the tunnel. Thus modern research would qualify as the main source of knowledge for the practice of spirituality. In turn, the research might take the knowledge from all the vast resources as mentioned above and also through outreach to individuals, leaders and practitioners worldwide. Making available the research findings outside the academia would be a reasonably good strategy to attract future practitioners. The trend should find its way to the small businesses in an inspiring manner.

v) How would the path look like from Research to Practice?

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Here also we can expect different opinions and possibilities forthcoming. Discussions should happen at this stage itself for a desirable path to follow once an acceptable model for application of spirituality is available. The acceptable path would depend upon whether the model is prescribed only for new businesses or also for the transformation of existing businesses and activities. Since the application of spirituality would be a paradigm shift, the foundations of existing businesses would not probably qualify for practice of spirituality at a foundation level and therefore would only qualify to get infusion at a more superficial level through conscious approaches of individuals and leaders. This exercise might find itself in conflict with existing paradigms of business, whereas the success would largely depend upon the determination of the practitioners.

Comparing to transformation of existing businesses, it would be easier to establish new businesses based on sound spiritual principles and structure in which case the very foundation right from the purpose, vision, mission and strategies all can be aligned consciously as per the new paradigm.

We can thus say that existing businesses with strong spiritual values would find it easier to transform into full blown spiritual organizations, once the model is available for the application of spirituality.

Here, we should understand that we are not expecting any definite or scientific models to replace the existing business models at the end of the present journey. It is going to be all the more difficult to practice than to preach and therefore we can expect yet a long and difficult journey with respect to practice, identical or even more difficult than the present academic pursuit.

We cannot overemphasis the contribution of universities or institutional education system in passing the baton from research to practice. Academic research should seamlessly hand over the knowledge to the younger generation with proper induction and training possibly at a more intellectual level to capture the essence and prepare them for its successful application. Only an early introduction of the topic would prepare them for such a new paradigm.

vi) Where is Spirituality in Business placed with respect to Business Law, Corporate Governance, Business Ethics, Corporate Social Responsibility and PPP (People, Planet, Profit) paradigm?

Business world has been embracing progressive ideas during its journey through democracy, capitalism and now post capitalism. Business Law lays the foundations of all directive principles and methods of doing business, which otherwise would attract penalty

and punishment.

Corporate Governance is a method to avoid possible conflict of interests and to enhance transparency in the conduct of business. Though mostly self-imposed, this also has a set directives and proposed desirability, which the regulators are keen to stick to. Corporate Governance is slightly above the business law in terms of its self-imposing nature.

Business Ethics is closer to the character of the business organization. It talks about the values the business stands for. It proudly presents the intension and commitment of the management to do a fair business. This is purely self-imposed. However, of late, organizations are understood to cling to business ethics strongly than ever - to be trusted, valued and admired by their stake holders, which will ultimately reflect in its capacity to attract investment.

Next in the ladder comes Corporate Social Responsibility (CSR) – with its due emphasis on triple bottom line (PPP – People, Planet and Profit). Care for people and planet earth with a blend of business strategies designed in a manner to do business without sacrificing the bottom-line.

Now we are ready to hear the tone of spirituality in business. Next in line with CSR but much beyond the same is applying spiritual values and practices in business. Thus, spirituality in business is the latest and possibly an all-inclusive paradigm with its potential transcending well beyond human comprehension at present. This transcendent nature is what keeps the terrain so tedious to explore. However, once done, even to the extent possible with available structure and tools, business world would not look the same ever.

vii) Why do we embrace spirituality at the present moment?

Is the application of spirituality in business to be seen as a method to increase corporate profits?

There are empirical researches (yet, few in number) to proclaim the financial benefit of embracing spirituality in business practices and strategies. However, not all enthusiasts are of the opinion that this is the reason behind our pursuit. We researches are more comfortable in denying this as a reason, since spirituality has to exist not because it gives us better financial results, but even otherwise. If a spiritually advanced business organization is not making profits, it is no fault of the spirituality since there is enough leg room for the profits to come in spite of the organization's spiritual orientation. Spirituality has to look at the business as a whole and not only its bottom-line or time-line.

Or we being tired of the current state of affairs hoping for a better world order?

This is again not a valid reason for approaching spirituality. If yes, we would avoidit the moment, the possibility for a better world order appears within the present paradigm.

Or are we seeking it because its time has arrived? Or is it a natural phenomenon of a higher level of human consciousness?

Possibly both the above reasons hold well. As the famous saying goes – Nobody can stop an idea whose time has come. We feel tremendous flow of energy converging into the thinking towards spiritual enhancement of human consciousness, the application of which would be a natural outcome. Several possible directions are revealed within a short span of a decade or two, which makes us, shamefully acknowledge our own reluctance and ignorance of the same for past several decades.

As opined by world business and political leaders, in spite of the turbulence of economic status of several countries in the west as well as its potential to spread across the globe, humans have never been living in an era more peaceful than the present. Never before in human history, had we a time with so many people living in health, peace and prosperity.

Average life span of a global citizen is at an all-time high. Developed countries now have, for decades, individuals at their ripe age of wisdom taking efforts to think about better ways of looking at human life. Religious values and rituals have been tested among intellectuals who paved the way for a post religious spirituality.

Globalization has shuffled the world and internet has shrunk the world.

The above situation would have set the stage for the transformation of human conscious to the next level – closer to the creation itself. And our participation in this journey is thus fulfilling enough.

viii) Different Synonyms of 'Application of Spirituality in Business' - Are they one and the same?

While the emergence of the spiritual consciousness happened among intellectuals, academicians, authors and thought leaders, there appeared different terms to describe the central theme of spirituality and its application.

Some of the scholars used the term 'Application of Spirituality in Business' stressing the fact that business activities have so far been avoiding the spiritual side of human existence and therefore pointing towards the relevance and need for its application. I personally prefer this term, finding it more inclusive than others. Here, the term 'Business' could arguably accommodate a variety of organizations and human endeavors which might not fit-in strictly in its traditional sense. Business has influenced and changed the world more than politics or religion in the last century. If a paradigm shift can be made to happen in business to accommodate spirituality, it would influence all human activities in a faster and sustainable manner. On the other hand, if business is kept away from the application of spirituality, it is doubtful, whether we would ever reach a point of higher consciousness for humanity as a whole. As Harman (1998) claimed, the new "business of business" is to serve the world's evolution to a higher state of consciousness. Application of spirituality in all different processes of business right from the very purpose, vision, mission, goals, strategies, employee engagement, innovation, competition and customer service can be accommodated within the term 'Spirituality in Business'. It would easily accommodate the term 'Spiritual Leadership' as a part of the function of management and employee engagement. It would also contain 'Workplace spirituality' in all its manifestations and also the terms 'Spirituality in Management' and 'Spirituality in Organizations'. 'Spiritual Development of individuals' would also be a part of this term since of spirituality is a part of human awareness and thought and its successful application can happen only through individuals.

Those who realized importance of nurturing spiritual thinking among leaders for a more sustainable and successful journey ahead, used the term 'Spiritual Leadership'. Understandably, here the stress is in creating a first line of Spiritual Business leaders who would then be able to lead their followers through successful application of spirituality. Leadership itself being a subject on its own has reached the realm of spirituality after covering several milestones of its own.

'Conscious Capitalism' is used to describe the newly found movement in governing economies as a successor to Capitalism, which is recognized of late to have several flaws like encouraging greed, creating wider disparities in wealth creation and depleting natural resources. Since innately humans are understood to be spiritual beings, the effort in this

movement is to create a governing style more in tune with spiritual awareness.

Those who recognized individuals' need to have more meaningful lives,   to fight stress at work, and to maintain a work-life balance preferred the term Spirituality at the Workplace. However, I feel that this term is more consoling for an employee than the business itself. On the other hand, if business embraces spirituality, it won't occur that the worker is left behind. From the perspective of management science, we would prefer the term 'Spirituality in Management'. However, since what we manage would be individuals, teams, groups or business organizations, this term would qualify to get included respectively in other terms described above.

Thus we have identified that, though the wide variety of literature describes the new paradigm in different terminology, what we have to appreciate is the central theme, which points into the spiritual existence of humanity which is more meaningful in nature, deeper in consciousness and higher in awareness than the apparent.

More importantly, as researchers, we need to be aware about the different perspectives and terminologies used and try to accommodate, connect and nurture them along our tedious journey towards its meaningful application.

4. Major Bottlenecks Identified

Even though we have touched upon various perspectives and dilemmas concerning the application of spirituality in business, as a student of Human Psychology, I have identified some major bottlenecks in bringing forth the requisite paradigm shift in human psyche which is necessary to bring forth a possibility of its application in human behavior and actions. If we are blind enough to ignore these limitations, we might have to come back to these basics for an overhaul at a later stage, which would be rather depressing and tiresome.

i) The Journey of Spirituality from the 'Self' to the Organization

This would be perhaps the most difficult bottleneck in application of spirituality in business, management or organization. Individuals are free to think on their own, and capable of walking the talk. Conflicts arising would be mostly within the 'self' which is manageable on an individual level with or without outside help. Individual liberty, offered by most of the developed world and majority of the developing world would prove to be largely beneficial in practicing spirituality for individuals. Internet and other communication revolutions happened during the last couple of decades had profound effect on the subsequent knowledge revolution, which would make the spiritual revolution a reality at individual level.

However, organizations are at a different tangent with respect to existence and development of a spiritual dimension. Teams, Groups or Organizations cannot expect to have a spiritual quest unless all the members have it, that too in a manner without major conflict by way of degree or involvement or uniformity in at least basic ideas about spirituality. Looking from this angle, it would look like a major obstacle in bringing forth spiritual revolutions for business and organizations.

ii) Practice of Spirituality cannot be imposed, unlike Religion or Politics

Spirituality is at best practiced because of an interest, curiosity or awakening happening within an individual with high degree of unpredictability towards its onset. Though life experiences can saw the seeds for a spiritual dimension in an individual's life, no life events would quality to be called apt enough to necessarily enhance the probability of generating spiritual interests in an individual. And those who do not come across such an interest usually are ignorant of the spiritual dimension in one's life, and would not get influenced by external persuasion to induce spiritual awareness or practice.

This characteristic of developing spirituality is applicable to organizations as well. No set of individuals as leaders of organizations, however involved in their spiritual pursuits would be able to induce spiritual awareness in the organization. Others working in the organizations can remain to be non-spiritual or less-spiritual in spite of influence from the leaders. This would be a where human psychology itself is at cross roads. Higher level of consciousness and awareness are not transferable but only pursued upon. Unless the respective questions and curiosities are present in an individual, no external influence would make him acknowledge their answers. It is interesting to mention here that human psychology is yet to identify spirituality as one of its components scientifically, as evidenced by the very absence of the term 'spirituality' in the Dictionary of Psychology published by Penguin (2001). However, several mainstream authors and psychologists have identified the 'Spiritual Quotient' as an important parameter determining the stage of development of an Individual.

iii) Spiritual Revolution among the Masses – A Distant Possibility

Lack of conscious interaction among Thought Leaders from Various Disciplines of Human Knowledge for the purpose of pursuing the possibility of Spiritual Enhancement among the masses is limiting the spread of awareness. Even though as mentioned above, the spiritual awareness is the function of the quest within, on a long term basis, situational advantages can cause a spiritual revolution at least within a couple of human generations. Creation of the right environment for possible enhancement in human consciousness at a mass level could be pursued upon. This however requires several inter disciplinary dialogues among the respective thought leaders. It would have been ideal, if we had Philosophers, Religious

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Leaders, Quantum Physicists, Psychologists and Neuroscientists, apart from Business Leaders, Economists, Political Leaders, and Futurists equally keen in contributing through their best efforts.   This is a long journey. All branches of human knowledge spectrum should be present with their conscious contributions to make it happen.

5. A Definition for Spirituality – Can we build on this?

Having described the various perspectives, possibilities and bottlenecks, before I conclude, I would like to present an outcome of my own pursuit to define the difficult term 'spirituality'. I hope this definition would appeal to you and would qualify to get noticed among the scholars. At least if it puts spirituality in perspective with a possibility of getting applied to human awareness, behavior, cognition and actions, it would find its way through the more difficult path of application in business.

As I mentioned earlier, I have deliberately kept this definition at the end of the paper with two intensions. i) To acknowledge the fact that a structured definition is not a pre-requisite at this stage of development of the topic (ii) To make sure that this attempt is carried and nurtured in your thoughts to have a more crystallized form suitable for its application.

"Spirituality" – definition

Spirituality refers to two mutually independent components of Human Consciousness occurring with different degrees of intensity at three different dimensions viz., Individual, Society, and God:
1. First component is the Feeling of Interconnectedness
2. Second Component is the Awareness about Transcendental Nature

Explanation:

Individual Dimension – Feeling of Interconnectedness

When an Individual has high intensity feeling of interconnectedness with self, he feels comfortable with self, irrespective of the circumstances involved. He is friendlier with self, takes care of his own emotions, feelings, anxieties and worries and rarely comes across uncontrollable instances of frustration, depression or agitation. When the feeling of interconnected with self is low, it result in low self-esteem, low self-confidence and high dependence on circumstances for his mental stability and happiness.

Individual Dimension – Awareness about Transcendental nature

When the individual is aware of the transcendental nature of self, he believes in his own

potential to perform, grow and transcend the existing paradigms for progress. He undertakes mental as well as physical trajectories well into new and untraveled territories with confidence and vigor. Such Individuals are continuous learners, who face challenges and opportunities with enthusiasm. Transcendent nature of self also refers to awareness of deeper consciousness of self and being comfortable with exploration of self within, through contemplation, introspection, and meditation.

The totality of the above two mutually independent components will form his total spiritual intensity at Individual dimension. When both are low, the person would end up being a low spiritually oriented person in 'Individual' dimension. When both are high he will be spiritually high in 'Individual' Dimension. In between the extremes, there lies the not so high or not so low level of spiritual intensity in his 'Individual Dimension'.
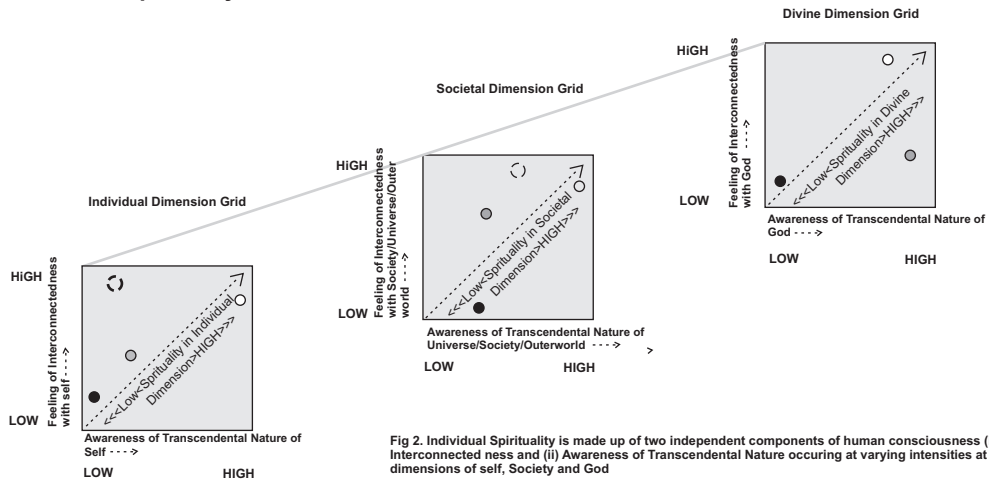
Individual Sprituality Grid

Fig 2. Individual Spirituality is made up of two independent components of human consciousness (i) Feeling of Interconnected ness and (ii) Awareness of Transcendental Nature occuring at varying intensities at three dimensions of self, Society and God

Note 1
● An Individual of Low spiritual awareness and practice. Scores are low in all dimensions.
◉ Moderately spiritual Induvidual.
○ Highly spiritual individual. Spirittality in all the dimensions are high.
◌ **A Non beliver -** The Divine Dimension is absent and his total spirituality is made up of the sum of spiritulities in the individual and societal dimension.

Note 2 **Spiritual Status is dynamic in nature-theerefore it is possib;e that a highly spiritual individual might experience occassinal vaccum and fall prey to the feeling of lack of interconnectedness or meaninglessness. Similarly spirituality can be nurtured, improved and cultivated through regular involvement and practice.**

Societal Dimension: Interconnectedness

When an Individual - in his consciousness, have high intensity feeling of interconnectedness with the Society (or Outer world or Universe), he thinks high about the necessity of not harming but doing good to the society, nature and universe. All societal beings – family, friends, peers, strangers, humanity, animal world, plants and all non-living things in the whole universe are part of this feeling, the inclusion or exclusion would vary according to the intensity he feels towards the outer world. All his virtues and vices towards the society

would be a function of this feeling of interconnectedness. High intensity results in more responsible behavior and low intensity results in more ignorant and disrespectful behavior towards the society.

Societal Dimension – Awareness of Transcendental nature

When the individual is aware of the transcendental nature of the society, it believes in its capabilities. Such a person turns out to be a visionary and contributes heavily for the development of the society. He continuously seeks ways to improve the way we live and prosper. He nurtures others, exhibits good leadership qualities and keeps good interpersonal relations. He continuously improves himself for contributing to the society. His time lines of thinking are usually long - spanning years, decades or even centuries irrespective the span of his own life.

The combined intensity of the above two components in the Societal Dimension determines his overall intensity of spirituality in this dimension. Here also, one can fall in any of the four quadrants of the grid depending upon the combined intensity of both the components. A person low at interconnectedness with society but having high awareness about the transcendent nature of the outer world would end up in exploiting the society for his own good since he is aware of the high transcendent nature of the society but connects to it with a low intensity, resulting in greedy behavior.

Divine Dimension – Interconnectedness

If the person feels himself intimately connected to God or Superpower or Divinity, he identifies more with God and understands God's presence more often than those feeling low interconnectedness. Such a person can pray to God with more intensity and also listen to God more intensely through steps like meditation, listening to nature, etc. A non-believer, for instance will not have this Dimension present in his overall spirituality. He might however, have respective higher components in Self and Societal Dimension, possibly higher than believers.

Divine Dimension – Awareness of Transcendent Nature of God

The opulence of creator is exciting for a person having a higher Divine Dimension through this component. He believes in unlimited possibilities of divine intervention. He also carries the bliss and awe towards the universe, and all its vividness. He seeks energy from God throughout his life through continuously seeking for a higher purpose God would have allotted to him. His faith is unlimited and is only enhanced when faced with difficult life experiences.

In Divine dimension also, the spiritual intensity can be high or low depending on the combination of the above two independent components. A person who has low intensity in connectedness but high intensity in awareness of Transcendent Nature of God, would be more God–fearing than God-loving and would be more religious and would believe in rituals more than those connected to god. Whereas a person with higher interconnectedness but lower awareness of transcendent nature of God would relate to God just like he relates to other human beings and therefore would engage in idol worship to connect to God. He may not seek spiritual enlightenment involving higher level of consciousness.

Thus this definition according to me captures various highs and lows of spirituality for an individual.

I am submitting the above to appreciate, criticize and debate, which would pave the way to finding out identical or better definitions for manifestation and practice of spirituality by Teams, Groups and Organizations, leading to a conscious practice of spirituality in Business, Organizations and other human activities.

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